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people at Omya

Omya Inc. – The Company of Opportunity



For most employees working at the Vermont Omya facility provides a position in which they are happy, enjoy their boss, and like the company. Additionally, if an employee has the interest and applicable skills to move to a different position, those opportunities present themselves.

Omya offers internal opportunities for those who reach out. By promoting from within, we recognize the abilities and motivation of our employees. If an employee would like to invest in a degree which is applicable to the business, the company will supplement through Tuition

Reimbursement. If an employee has the desire to move out of state and continue to work for the company there are various opportunities based on education, career interest and personal motivation.

Recently Senior Maintenance Mechanic Technician, Guy Loso, saw an opportunity for he and his wife. After 18 years of service with Omya and four years first starting with Russell Corporation, Guy saw a similar position available in Arizona through the Omya Intranet. He and his wife have lived in Vermont their whole lives.

Like most employees, Guy wanted a job that “makes you jump out of bed” every morning. He had that here in Vermont. He enjoys the work, the people and the recognition provided by others to get the hard work done. “There are opportunities for each employee with this company,” Guy says. “You need to know what you want, set your goals high, and don’t settle for less.”

Guy and his wife Joy always knew they wanted to one day move southeast where it’s warmer; a place to enjoy year-round horseback riding and farming. Timing is important. Omya’s Arizona plant had a vacancy in a similar position to his current role. It wasn’t the Southeast, but it was warm. Guy spoke with plant manager Jim Morale (who happened to have previously lived in and worked with Guy in Vermont) and decided to pursue the position. Guy continued to communicate and set up a time to go visit Arizona.

Omya has various forms of communication: the Omya Intranet, its website and a company-wide newspaper (OmyaWorld). Previous plant managers had come from other parts of the world; some as far as

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Vermont Facility
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Omya Rewards Those Demonstrating Employee Values



Omya is a company that expects each of its employees to follow a set of values which best reflect the values of its owners. These values are captured in the following character traits and are applicable to all Omya operations worldwide.

- Integrity – Doing the right thing
- Courtesy – Being polite and respectful
- Perseverance – Never giving up
- Modesty – Being humble and unassuming

During the past summer we had a recognition drive to identify the employees who best reflected or demonstrated these values in our plant. Everybody in the plant was invited to nominate any person they deemed worthy of recognition and describe why they believed that individual exceeded the mark. Thirteen nominations were received and a small committee evaluated all the entries and determined its top five picks and the winner.

Tim Elliott was chosen as the employee who most represented the Omya values. Other employees picked as part of the top five were Dan Firliet, Jill Blanchard, Tom Howland and Tim Brough. We are very proud and happy to have these people among us and they do inspire all of the rest of us to work even harder at meeting Omya’s values. Congratulations Tim and all the other nominees!



Where Does the Stone Go?



Omya and its contractors have a long history of mining and processing calcium carbonate to supply its many customers around the globe. In Vermont Florence Crushed Stone (FCS), operating our Hogback Quarry in Pittsford, and Shelburne Limestone Corporation (SLC), operating our Middlebury Quarry in Middlebury, mine white and light grey marble which is processed by our Verpol plant in Florence into finely ground calcium carbonate. Omya's calcium carbonate is then used by the paper, plastic and coating industries to make products Vermonters use every day. Any rock quarried not meeting Omya's specifications for calcium carbonate – mainly dolomite – is processed into construction aggregate and supplies many of the local construction contractors in our community with important construction aggregate needed for building, maintaining and improving our roads and bridges, laying foundations for our homes and buildings, making improvements to our rail infrastructure and stabilizing our soils against erosion.

This year, Florence Crushed Stone provided construction aggregate to a number of municipalities for town road projects such as Holden Road in Chittenden and several box culvert projects in Pittsford and Chittenden. Local paving companies continue to use Hogback Quarry aggregate for dense-grade road base and aggregate within asphalt pavement. One of the more significant projects to which FCS contributed recently was a two-bridge replacement project over Otter Creek on Dorr Drive and Ripley Road in Rutland City. FCS supplied granular backfill and dense-grade road base (3 ½ inch minus) material, both meeting VT State Specifications, around the bridge abutments and at the base of the approach roads to the bridges. For erosion control beneath the bridge abutments, FCS also provided the Rip Rap. Also in 2016 a significant amount of FCS's aggregate was hauled by rail from the new rail loading track at the Hogback Quarry. Winter sand and Shur-pac (3/4 inch minus) was hauled by rail to Ludlow and rail ballast was used by Vermont Railway for improving the rail infrastructure. Vermont is also still making repairs from the significant erosion caused by Tropical Storm Irene in 2011. On the south side of US Route 4 in Mendon and on the north side of US Route 73 in Rochester, Hogback Quarry Rip Rap was used this year to stabilize washouts and shore up the hill sides next to these important east-west roads.

At the Middlebury Quarry, Shelburne Limestone Corporation provided some of the construction aggregate for this year's significant upgrade of US Route 125 in Hancock. This included much of the Rip Rap lining the drainage swales on either side of the road and a small amount of dense-grade road base (3 ½ inch minus) material beneath the new pavement. The footing aggregate beneath the new Denecker Chevrolet building south of Middlebury and the base aggregate for their new parking lots was also provided by SLC from stone at the Middlebury Quarry.

Although these two quarries were established to provide marble feed stone to Omya's Verpol plant, they also provide an important source of construction aggregate for our surrounding communities.

what's new

This year has been a very good year for Omya in Florence. A very mild winter followed by a nice long summer made for a year without too many upsets or difficulties in meeting the needs of our customers. We have remained busy throughout the year with many projects to optimize our operations and upgrade our facilities. We have worked



diligently to maintain our safety performance. Our interactions with the community have been very important in that we worked with community members, local authorities and state agencies to successfully amend our Act 250 permit for the Hogback Quarry. This involved giving the community opportunities to witness and learn about the changes throughout this process.

We participated in the state wide "Green Up Day" as a corporate sponsor and at the same time we also celebrated the 20th year that Omya has participated in the "Green Up" activities in the local community. We really appreciate the interactions we have with folks that live and work in the area adjacent to our production plant and will continue to be good stewards of the trust you have demonstrated towards our operations.

Our quarry open house at Middlebury was again a great success with more than 1100 people attending. The weather was great and, as usual, our employees went to great lengths to make sure everybody who attended had a wonderful time. We have these open house events every 2 years so if you missed this one be sure to attend the one coming up in 2018. It will be well worth the wait.

This newsletter has been published twice each year and we have always tried to make the contents interesting and relevant to current activities and plans. Though our plant has matured a great deal, we find it more challenging each time to find new topics which would pique your interest and allow us to showcase what we are planning. In the interest of keeping the newsletter filled with the most meaningful content and news we have decided to publish this newsletter once a year starting in 2017. We plan to publish an annual edition in the Sept/Oct timeframe. We are also considering a different format to add more content and should be able to keep the news interesting and up to date.

In the meantime I would like to wish all of you a happy New Year for 2017. We always want to hear from you and please continue to make use of the community feedback number [1-802-770-7644] to leave us a detailed voicemail with any questions or issues you may have. Remember to leave a contact number so we can reach you with a response. This year I am told we can expect a "good" winter with more snow and colder temperatures than last year! Have fun, take care, stay warm and remember to do it all safely.

Best Regards,

Wayne Wilmans
wayne.wilmans@omya.com

recent & upcoming events

February 16

Community Issue Team Meeting

May 5

Omya Green Up Day

May 6

Town of Pittsford Green Up Day *

May 9

Omya Chamber Mixer at the Vermont Marble Museum*

May 15-19

Biannual Water Monitoring Event (includes quarterly surface water monitoring)

*Omya is a sponsor of this event

Omya's Support Assists United Way

One effective way Verpol employees can help support their community is through United Way, and Verpol employees donated almost \$8,000 to this year's campaign. A company luncheon catered by FitzVogt (Meals on Wheels) was held for all employees to attend, with guest speakers from The Mentor Connector program and from Meals on Wheels speaking to employees about how United Way funds help support their programs and the ways these funds provide the help and support that our community needs. Omya and its employees are proud supporters of United Way.

Omya Employees Out and About

Omya employees not only work together but enjoy meeting outside of work for some fun and relaxation at local venues. This past August Omya employees gathered at the Mountain Top Inn in Chittenden to enjoy boating, kayaking, clay shooting and a nice meal. The weather and views were beautiful and a great time was had by all.

Employees also enjoyed getting together outside of work at the annual holiday party and service awards celebration held at the Brandon Inn. Employees mingled while enjoying tasty appetizers followed by dinner and dessert. The service award ceremony annually recognizes Omya employees for every five years of service, and this year its Vermont employees celebrated anniversaries for employees who've remained with Omya for 5 years, 10 years, 20 years, 25 years and even one who has worked at Omya for 45 years! The evening closed out with games, music, and dancing.

Company of Opportunity...

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Australia and France. Pierre Masuy had shared with Guy to "think Omya global," which stuck in his mind.

Guy and Joy took the trip west to visit Arizona. Guy said he felt like they had traveled to Mars. Everything was brown compared to the Green Mountains of Vermont. However, he and Joy loved the wide landscape and "stunning, awe-inspiring" feel of the area. During his visit Guy was met by some wonderful and very welcoming employees at the Arizona plant who each showed him around, shared their knowledge and made him feel comfortable. He immediately saw areas where he felt he could provide value and assist in optimizations and efficiencies.

Guy has felt comfortable in Vermont with his position and his job. He has been happy with his accomplishments and is now looking forward to sharing his expertise and knowledge with a new team on the opposite side of the country.

"I have no college, only the school of industrial training," shared Guy. "Over my 18 years with Omya, it has provided me opportunities I have embraced. So to these younger folks coming into Omya, the opportunities are there. It's just up to you. Take advantage of the benefits, "slam into your 401k," stay motivated and be passionate. I am living proof that it works."

Omya and GMP Partner to Keep the Lights On

In terms of size and complexity, the electric power grid is one of man's most amazing creations. We find the grid so stable that most of us don't give a second thought when cranking up the A/C on a hot day. Behind the wall socket, though, are individuals dedicated to ensuring this power is always on. Omya has recently become part of this group through a demand response program developed with GMP.

We have all experienced occasional blackouts where we have lost power for one reason or another. These are not uncommon and are often storm driven. When something damages a line and electricity goes to ground, the grid's safety systems kick in and open breakers to prevent further damage.

The grid is also threatened by voltage drops or "brownouts." Brownouts can occur during periods of high power demand, such as during very hot summer days and extremely cold winter nights. The voltage drops during these peak periods when the system demand is more than the system capacity. This is bad for motors, lights and electronics.

To protect the grid from brownouts power companies, including GMP and ISO New England, find ways to reduce power demand during peak periods. On the utility market, ISO New England charges GMP more for on-peak power. In return, GMP both charges its customers more for on-peak power and offers discounts for the right to turn off power to customers during peak periods. Many of us have GMP's Rate 3 off-peak water heating rate for our electric water heaters, allowing GMP to cease supplying power to our water heaters during peak times. This saves GMP and its customers money as it doesn't have to purchase expensive power during times of peak demand. Many ski areas utilize a similar rate structure for their snowmaking operations. Unfortunately, this isn't useful during the summer as ski areas don't have a demand.

Interestingly enough, GMP and Omya recently developed a pilot demand response program similar to one Omya has with ISO New England to protect the grid from brownouts. For the past two years this program has allowed GMP to ask Omya to reduce its demand during certain summer peaks. In response, Omya's control room would shut down equipment. These actions reduced overall demand, kept the grid stable and saved GMP rate payers money. Through this partnership, everyone benefits as Omya helps GMP keep the lights on.

Veterans Monument Ribbon Cutting Draws a Crowd

On November 11, 2016, marble blocks that sat in the woods for over 70 years came to life as the Veterans Memorial Dedication Ceremony was held at the Pittsford Town Office. The ceremony kicked off with a welcome from Town Manager, John Haverstock. The Pittsford Boy Scouts recited the Pledge of Allegiance and the keynote speech was delivered by Kevin Carvey, Vermont Army National Guard. Light refreshments were provided by Omya for all to enjoy and many turned out for this honorable event.



Omya Toastmasters Club Helps Hone Speaking Skills

We have all had to do this at some point in our lives. We dreaded the occasion – and even if we tried to be prepared we still thought that we made a total mess of this task. It is something that does not come naturally to most people yet we depend on it a great deal in our careers, our family interactions and social lives. We marvel at people who are able to do this with great influence and we all long to be better at it. What on earth am I talking about?

I am referring to the dreaded activity of making a speech in front of a number of people. From the time in school when we are asked to stand in front of the class and make a speech to the time in our lives where we begin to climb the corporate ladder, from when we are asked to make a speech at a wedding or give the eulogy at a funeral, the thought of standing in front of a crowd of people and making a speech strikes fear in the hearts of many.

Here at Omya our employees are very often required to present an idea or a solution to a problem or report the status of a project. These are all important opportunities to demonstrate our speechmaking skill sets. In order to foster a learning environment where these skills can be taught and practiced in a non-threatening environment Omya started a Toastmaster Club in 2015. We have about 20 members who participate every 2 weeks to make speeches, listen to the speeches of others and learn the tricks of the public speaking trade.

It is very evident that more and more of us are getting a great deal more comfortable getting up in front of a group and being able to present an organized speech that has structure, is on message and delivered in a concise manner. One skill set that is very entertaining yet very beneficial to all is the "table topics" section of the meeting. During these moments people are asked to talk about a topic they have just learned about and have to fill 2 minutes with an intelligent response. So much of life experience is dependent upon being able to think on the fly and most often we do not have the liberty of time to prepare a well-prepared response.

The Toastmaster experience has been very helpful to many of our employees and it is remarkable to go to these meetings and see the progress. If you are interested in learning more about Toastmasters feel free to look them up on the web at www.toastmasters.org.

Town of Brandon, Segment 6 Roadway Project to Commence

Omya was recently notified by the Town of Brandon officials that the long awaited project to improve the U.S. Route 7 infrastructure through downtown Brandon is due to commence in Spring 2017. The Segment 6 project consists of full-depth reconstruction of a 1.2 mile section of Route 7 and includes relocation and undergrounding of utilities, sidewalks and streetscaping (including lighting). The project begins approximately 380 feet south of the High Street/Route 7 intersection and ends approximately 1100 feet south of the Steinberg Road/Route 7 intersection.

Omya completely supports this project and has proactively commenced discussions with the Town of Brandon – specifically Town Manager David Atherton and Public Works Director Daryl Burlett – to learn how we can work collaboratively to reduce any impacts that Omya’s daily trucking of Middlebury Quarry marble ore to our processing facility in Florence, Vermont might have on this project and vice versa. Currently Omya’s trucking from the Middlebury Quarry through the Town of Brandon is governed by an Act 250 Land Use Permit #9A0107 that sets forth specific conditions related to trucking schedule, number of daily trips and the specific route. Any alterations of these permit requirements would need approval from the District #9 Commission in Addison County.

Omya is scheduled to meet with District #9 Coordinator Geoff Green to discuss what options, if any, may be possible for temporarily altering the trucking of Middlebury Quarry ore through the Town of Brandon. Upon completion of this initial meeting we anticipate supplemental meetings with the Town of Brandon and Town of Pittsford municipal officials, the Segment 6 Roadway Project construction contractors, Act 250 regulatory staff and community members and neighbors to ensure the best possible plan for all parties is put forth.

Omya is excited to see these much anticipated improvements to downtown Brandon soon become a reality. We are committed to exploring all means necessary to ensure it is accomplished successfully on schedule and within budget despite some temporary transportation challenges to our operation.

Gubernatorial Candidate Visits Omya Florence Facility



On Friday afternoon, September 9 current Vermont Lt. Governor and now candidate for the Governorship Phil Scott visited the Omya Mineral Processing Facility in Florence. He was accompanied by the Rutland District legislative delegation of Senator Peg Flory, Representative Butch Shaw, Senator Kevin Mullin and Senator Brian Collamore.

The visit included an overview of Omya’s Vermont operation and a walking tour of the state-of-the-art facility that we are so proud of. However, as with past visits from government officials, the most valued (and exciting) part of these onsite meetings was the opportunity to have face-to-face discussions about the issues that are the most important to Omya for the continued success of our Vermont operation.

One of the topics discussed is the state’s future ability to provide a reliable and cost-effective energy supply. Because New England has some of the highest power rates in the U.S., our engineers continue to focus on and implement energy conservation improvements throughout our process. We collaborate closely with Efficiency Vermont and Green Mountain Power to achieve the energy goals that are so important to maintaining a competitive edge and long-term sustainability of our Vermont operations.

A second topic discussed that afternoon was the importance of keeping Vermont’s roadways and railway infrastructure in good shape. Transportation of feed stone from our quarries by truck and the delivery of our finished calcium carbonate products by rail or truck are equally vital to the success of our business.

Lastly, we had lengthy discussions with regards to Omya’s need for the next new generation of highly skilled workers – from licensed mechanics and electricians to degreed engineers and scientists. Omya, while providing highly technical and good paying jobs, does sometimes struggle to attract recent college graduates or young professionals to apply for open positions here in Vermont. Statistics show that many of Vermont’s youth leave the state to attend college and never come back. Worse yet, many graduates from Vermont-based colleges with technical degrees leave the state due to a lack of job opportunities and the high cost of living in Vermont. It’s absolutely critical for the state of Vermont’s future (let alone the Omya Vermont operation), both in terms of economic vitality and social vitality, that we work to reverse the demographic challenge that we see right now.

All in all, Lt. Governor Phil Scott’s visit to Omya was invaluable in that it promotes the need for ongoing communication between industry and government to bring to light the ongoing challenges that company’s like Omya face. This will achieve the ultimate goal shared by both entities – to sustain and grow our Vermont businesses and strengthen Vermont’s economy for future generations.

Omya expects and looks forward to subsequent visits (both new and repeat) from other government officials and candidates throughout the year.

contact us

Do you have a comment or suggestion? We want to know.

Call our Community Feedback Line at 802-770-7644 with any issues, comments or questions you may have – and we’ll listen.

The Omya Community Feedback Line is available 24 hours a day, 7 days a week. You can also reach us through our website at www.OmyaInVermont.net. Simply click on “Contact Us” tab and select any one of the contacts listed or fill out the online comment form at the bottom of the page.

Omya Academic Scholarship 2016

Omya is pleased to once again provide financial support for deserving students through our Omya Academic Scholarship Program. The program was designed to offer incentives for the development of Vermont’s future workforce and to encourage area students to pursue degrees in math and science. Students chosen for the scholarship awards demonstrate a commitment to learning, leadership and community involvement. This year’s recipients are:

Morgan Anderson – Proctor High School
Brandon Burgy – Proctor High School
MJ Denis – Otter Valley Union High School
Sarah Foster – Rutland High School
Matthew Hadeka – Rutland High School
Jonna Keith – Otter Valley Union High School
Jared Moore – Rutland High School
Anna Smiechowski – Rutland High School
Allison Wolf - Rutland High School

Middlebury Quarry Open House Continues Its Success



On Saturday, September 10, 2016 Omya hosted its Middlebury Quarry Open House and once again it proved to be a popular event with over 1,100 people in attendance. Thank you to all of the volunteers and visitors that helped make the day a success.

We saw many familiar faces – and some new ones as well! If you have not had a chance to visit the quarry during one of the open houses, don’t miss out! Visitors can take bus rides into the quarry, talk directly to geologists, collect rocks and so much more! The open house is always a free event and open to all ages. Make sure you visit the next quarry open house scheduled for 2018!

Interested in a Tour?

You and your organization are cordially invited to visit our facility and see what we do. Schedule a private tour or come as a group (school groups fourth grade and higher are welcome). See how our highly skilled employees use state-of-the-art processes to produce high-quality calcium carbonate products which are used in thousands of consumer applications including diapers, paper, paint, plastics, duct tape, vinyl siding, carpet, PVC pipe and more!



The Verpol plant is the largest of the Omya operations in the United States and is the third largest Omya plant in the world. Here, Omya quarries marble which then is ground, milled, and purified to produce a finely ground calcium carbonate.

For further information, please contact Jill Blanchard at 802-770-7500.

For more information about Omya’s North American and International Operations visit www.omya-na.com and www.omyainvermont.net.